# OCCUPATIONAL STRESS COPING ON POLICING REFERENCE TO

# GRADE III POLICE CONSTABLES

## M. SHUNMUGA SUNDARAM[1], M. SEKAR[2] & A. SUBBURAJ[3]

[1]Department of Business Administration, PSN College of Engineering & Technology, Palayamkottai,
Tirunelveli, Tamilnadu, India

[2]Department of Business Management, RVS College of Arts and Science, Coimbatore, Tamilnadu, India

[3]Global School of Foreign Trade, Madurai, Tamilnadu, India

## ABSTRACT

Police officers are known as law enforcement officers. Mainly police constables are least level employees in Indian police department. They are investigating crimes and catching criminals is the main functions of them. Apart from these, proving emergency assistance to the public, traffic control and crowd control. Several factors that affects policing. 24 hours availability and heavy work demand makes policing more stressful job. This study is based on the grade III police constables in Tuticorin district and concentrated on eight sub divisions comprising 52 police stations and the researcher collected 150 samples from (grade III) head police constables.

**KEYWORDS:** Policing, Stress Coping, Occupational Stress, Police Stress

## INTRODUCTION

Stress is often termed as twentieth century syndrome born out of man's race towards modern progress and its ensuring complexities. Occupational stress has increased risks of work-related diseases and accidents in both developed and developing countries that have experienced rapid industrialization (Manshor *et al.*, 2003). Occupational stress is defined as the perception of a discrepancy between environmental demands (stressors) and individual capacities to fulfill these demands (Topper, 2007). It is interaction between work conditions and an individual characteristic that needs of workplace is more than individual ability.

Police department is the occupation that has been identified as high level of stress. Responsibilities of police personals are varied and may differ from one another. Usual duties of police constables relate to keeping the law enforcement, peace keeping, people protection, protection of properties, and finally investigating and interrogating of crimes. Police officers work stress reactions are always classified as physiological, emotional and behavioral reactions. Physiological reactions maybe termed as having higher than normal probability of death from certain illnesses specifically heart attack and myriad of health problems such as headaches, high blood pressure and stomach problems. On the other hand, emotional reactions may include depression and extreme cases of suicide. Emotion reaction can also be so severe which may be termed as posttraumatic stress disorder (PSTD). PSTD is always associated to severe and prolonged after one exposure to a series of traumatic events. This may lead to job dissatisfaction, apathy and cynicism. Whereas behavioral reactions may entail reduced level of job performance, errors of judgment, irresponsibility, low morale, absenteeism, tardiness, early retirement and quitting the police services altogether at the organizational level, however at the individual level they include aggression, violence, isolation, excessive drinking and smoking, alcoholism and drug abuse (Shanmugasundram and Jeyakumaran, 2012).

## PURPOSE OF THE STUDY

Occupational stress occurs when the job demand is very high. For policing adoptive resources are very less and job demand is very high. Police personals don't have ability to meet the demands. Particularly in India, population is high, maintaining low & orders and saving public is very difficult. So stress means adopting process of mental and physical symptoms. Coping means cognitive, perceptual and behavioral responses that use to avoiding managing and controlling the difficult situations faced by the individuals. It may be called as methods or strategies. Methods that are used to manage the environment are called as stress coping strategies. Stress coping classified into two major types, problem and emotional focused. Some study state that stress copings are associated with environmental and personal profile of the individuals. This study aims to reveal the relationship between stress copings and demographic profiles of the grade III police constables. Very less research is available on Occupational stress and coping strategies among police constables in India. The main objective of this research is to identify the main sources of coping strategies among the grade III (Head constables) police constables and find out the association between coping strategies and demographic profile. This research will use to develop effective stress coping strategies that will use to reduce the occupational stress. Therefore, it is important for police constables to understand the coping strategies and relationship with demographic factors

## OBJECTIVE OF THE STUDY

- To identify the demographic profile of the police constables

- To review the coping process in police stress,

- To suggest coping strategies that improve the performance of the police constables.

## REVIEW OF LITERATURE

Plenty of research studies are available in the field of organizational stress. During the course of time it has gained many names such as job stress, occupational stress, managerial stress, role stress, work stress, executive stress and so on. A great deal of literature deals with the definitions of role stress, conceptualization, manifestations and coping mechanisms.Richard S. Lazarus and Susan Folk man (1985) pointed out that, it is vertically impossible today to read extensively in any of the biological or social sciences without running into the term 'Stress'. The concept is even more extensively discussed in the health care fields, and it is found as well in economics, political science, business and education. Luthans, (1995) defined stress as an adaptive response to an external situation that results in physical, psychological and behavioral deviations. Schuler (1980) feels, that not a great deal is known about stress, either academically or organizationally and there exists no common definition or conceptualization of stress. The term *stress* is enshrouded by a thick veil of conceptual confusion and divergence of opinion. Many authors have noted the lack of consensus on even a definition of stress (e.g., Alluisi, 1982; Beehr & Newman, 1978; Cofer & Appley, 1964; Hogan & Hogan, 1982; Janis & Leventhal, 1968; McGrath, 1976; Schuler, 1980).

According to Spielberger, Vagg & Wasala (2003), stress is recognized as a complex process that consist of three major mechanisms: sources of stress that are encountered in the work environment, the perception and appraisal of a particular stressor by an employee, and the emotional reactions that are a response to perceiving a stressor as threatening. Stress resulting from work is described as the mind-body arousal resulting from physical and/or psychological job demands. If a stressor is perceived as threatening then the person may react with anger and anxiety and this leads to the activation of autonomic nervous system. If the reaction continues to be severe, the resulting physical and psychological strain may cause adverse behavioural consequences (Spielberger *et al*., 2003). Role conflict, ambiguity, and overload

frequently have been studied as antecedents of occupational stress (Brief & Aldag, 1976; Ivanceyich *et al.*, 1982; Kahn *et al.*, 1964; Manning *et al.*, 1981; Rosse & Rosse, 1981).

According to Patterson (2001), there is a link between various demographic variables and law enforcement work stress including age, education, gender, race, rank, section-assignment and years of police experience. Violanti and Aron (1995) have also found that race, ethnicity and gender are not associated with experiences of law enforcement work stress while Ayers and Flanagan (1992) found that having a college education resulted in greater dissatisfaction with the bureaucratic organization of law enforcement agencies. Brown and Campell (1990) found that sergeants reported a higher number of work events compared with other ranks and experienced greater perceptions of stress than did patrol officers (Savery *et al.*, 1993). The perception of work stress seemed to decrease with an increase in years of police experience reported lower levels of perceived work stress (Patterson, 1992).

Stress may occur due to organizational factors like management style, poor communication, lack of support, inadequate resources and work overload (Kop *et. al*, 1999). Stress among policemen would manifest in the form of fatigue, depression, inability to concentrate, irritability and impulsive behavior. These danger signals are quite common among the policemen. Policemen are often viewed as rude and highhanded. However, outsiders may not appreciate the extreme conditions under which they lead their lives. Stress also has a negative effect on the health of the policemen. It makes them more susceptible to physical ailments. Both physical and mental illness renders the employee unfit for work. It impacts job satisfaction and reduces job performance.

**Coping**

According to Lazarus and Folk man (1984) occupational stress takes place when job demands exceed the person's adaptive resources. Therefore stress refers to the temporary adaptation process that is accompanied by mental and physical symptoms, and is caused by a disturbance in the equilibrium between job demands and the ability of the worker to respond to the demands. When job demands are too high to cope with, stress reactions are likely to occur. The term "coping" is used in reference to perceptual, cognitive or behavioral responses that are used in managing, avoiding or controlling situations that could be regarded as difficult (Folk man & Lazarus, 1985; Moos, 1994; Zeidner & Endler, 1996) coping as a term could be used to refer to the strategies or results. As a strategy, coping refers to the different methods that a person may use in managing his/her circumstances. In coping as a result, reference is made to the eventual outcome of this strategy for the person. Non-coping is defined as efforts that have failed to cope, accompanied by various physical and psychosocial disturbances, which result in increased stress (Callan, 1993). Non-coping also results in higher levels of depression and anxiety (Carver *et al.*, 1989).

Coping can be grouped into two categories, i.e. problem focused and emotion-focused (Amir khan, 1994; Callan, 1993; Folk man & Lazarus, 1984). Problem-focused types of coping are directed at the problem and in looking for ways to manage and solve the problem. Emotion-focused coping involves reducing the effects of stressful feelings caused by unpleasant experiences through relaxation, the use of substances (alcohol and drugs), social activities and/or defense mechanisms, including avoidance (Edwards & Holden, 2001; Rothmann & van Rensburg, 2002).

The coping type that a person uses is in part dependant on the person's appraisal of the situation's amenability to change (Edwards & Holden, 2001). Some studies have suggested that cognitive appraisal of a situation can be associated with coping strategies (Anshel, 2000; Peacock *et al.*, 1993). This suggests that coping strategies will change according to context and can be important in determining health outcomes (Cooper *et al.*, 2001; Shimazu & Kousig, 2003). Carver *et al.* (1989) Describe Five Varieties of Problem-Focused Coping

- **Active Coping:** This consists of the process of taking steps towards the removal or alleviation of the stressor and its effects. It includes initiating direct action, increasing one's efforts, and attempting to use a coping attempt in a step-by-step manner.

- **Planning:** This refers to thinking about how to cope with the stressor. It involves thinking about various ways which could be used to solve the problem.

- **Suppression of Competing Activities:** This means putting other projects on the background, and trying to avoid becoming distracted by other events in order to deal with the stressor.

- **Restraint Coping:** This involves waiting until the right opportunity to solve a problem and avoiding acting prematurely. The person's behavior is focused on dealing effectively with the stressor.

- **Seeking Social Support for Instrumental Reasons:** This deals with looking for advice, help or information.

    Five varieties of emotion-focused coping are also discussed by Carver *et al*. (1989).

- **Seeking Social Support for Emotional Reasons:** This involves reaching out to others for moral support, sympathy and understanding.

- **Positive Reinterpretation and Growth:** This is aimed at managing stress emotions rather than the stressors themselves by reinterpretation.

- **Denial:** This is the refusal to believe that the stressor exists or trying to act as though the stressor isn't real.

- **Acceptance**. The acceptance of a stressor as real and engaging in an attempt to deal with the situation.

- **Turning to Religion:** This entails focusing on religion to facilitate emotional support, positive reinterpretation and active coping.

The Following are distinguished by Carver *et al*. (1989) as Coping Strategies that are less used:

- **Focusing on and Ventilating Emotions:** Including focusing on a stressful situation and expressing feelings about it.

- **Behavioral Disengagement:** Involves ignoring and avoiding stressors and becoming more helpless and powerless.

- **Mental Disengagement:** The excessiveness of sleeping or daydreaming to escape from stressors.

- **Alcohol-Disengagement:** The use of substances to manage stress.

**Research Methodology**

The research design chosen is descriptive as the study reveals the existing facts. This study is based on the police constables in Tuticorin district and concentrated on eight sub divisions comprising 52 police stations and the researcher collected 150 samples from (grade III) head police constables. The researcher used convenience sampling for the study. The researcher prepared structured questionnaires for data collection for this study. The questionnaires included questions on demographic profile and 53 coping strategies. COPE questionnaires was developed by Carver *et al*. (1989). Primary data were collected through the questionnaire directly from the respondents and the secondary data were collected from government records, books, journals and the Internet. The researcher used descriptive analysis, chi-square and ANOVA for data analysis.

**Findings**

**Table 1: Demographic Characteristics of Grade III Police Constables**

| Variables | Options | Frequency | Percent |
|---|---|---|---|
| Age | 20-29 Years. | 31 | 20.7 |
| | 30-39 Years. | 23 | 15.3 |
| | 40-49 Years. | 80 | 53.3 |
| | 50-59 Years. | 16 | 10.7 |
| Gender | Male | 117 | 78.0 |
| | Female | 33 | 22.0 |
| Educational qualification | School level | 26 | 17.3 |
| | UG | 92 | 61.3 |
| | PG | 32 | 21.3 |
| Religious | Hinduism | 114 | 76.0 |
| | Islam | 27 | 18.0 |
| | Christianity | 9 | 6.0 |
| Community | Other castes | 53 | 35.3 |
| | Backward castes | 53 | 35.3 |
| | Most backward castes | 20 | 13.3 |
| | Scheduled castes | 24 | 16.0 |
| Place of residence | Rural | 99 | 66.0 |
| | Urban | 51 | 34.0 |
| Income | Rs.5200-20200 plus grade pay Rs.2400 | 52 | 34.7 |
| | Rs.5000-20000 plus grade pay Rs.1900 | 28 | 18.7 |
| | Rs.5200-20200 plus grade pay Rs.2800 | 70 | 46.7 |
| Number of dependents | One | 9 | 6.0 |
| | Two | 83 | 55.3 |
| | Three | 46 | 30.7 |
| | Four | 11 | 7.3 |
| | Five | 1 | 0.7 |
| Experience | Less than 5years | 28 | 18.7 |
| | 6-10 years | 16 | 10.7 |
| | 11-15 years | 19 | 12.7 |
| | 16-20 years | 60 | 40.0 |
| | More than 20 years | 27 | 18.0 |
| Marital status | Married | 98 | 65.3 |
| | Unmarried | 40 | 26.7 |
| | Divorced | 5 | 3.3 |
| | Separated | 7 | 4.7 |
| | **Total** | **150** | **100** |

Table 1 shows that 80 respondents are between 40-49 years old, 117 respondents are Male, 92 respondents are having UG level education qualification, 114 respondents are following Hinduism as their religious, 53 respondents are from other community, 99 respondents are from urban area, 70 respondents are Rs.5200-20200 plus grade pay Rs.2800 as a salary, 83 respondents are having two dependents in their family, 60 respondents are having 16-20 years experience and 98 respondents are married.

**Table 2: Level of Stress Faced by the Grade III Police Constables**

| Level of Stress | Frequency | Percent |
|---|---|---|
| Very low stress | 9 | 6 |
| Low stress | 48 | 32 |
| Neither stress nor no stress | 67 | 45 |
| High stress | 23 | 15 |

| Table 2: Contd., | | |
|---|---|---|
| Very high stress | 3 | 2 |
| **Total** | **150** | **100** |

Table 2 shows that 9 police constables are facing very low stress, 48 police constables are facing low stress, 67 constables are facing neither stress nor no stress, 23 police constables facing high stress and 3 constables are facing very high stress in their line of duty. Table 2 shows Cronbach's alpha is **0.804**, which indicates a high level of internal consistency for scale with this specific sample.

**Table 3: Reliability Test**

| Cronbach's Alpha | Number of Scaling Variables |
|---|---|
| 0.804 | 53 |

**Table 4: Mean Opinion about the Stress Coping Strategies**

| Stress Coping Strategies | Mean | SD |
|---|---|---|
| I think about how I might best handle the problem. | 2.94 | 0.9778 |
| I make sure not to make matters worse by action to soon. | 2.913 | 0.8894 |
| I force myself to wait for the right time to do something. | 2.913 | 1.0029 |
| I restrain myself from doing anything do quickly | 2.907 | 0.9717 |
| I get used to the idea that it happened. | 2.907 | 0.9648 |
| I get upset, and am really aware of it. | 2.9 | 0.9323 |
| I take additional action to try to get rid of the problem | 2.853 | 0.944 |
| I do what has to be done one step at a time. | 2.847 | 0.8803 |
| I try to see it in a different light to make it seem more positive. | 2.847 | 0.9881 |
| I just give up trying to reach my goal. | 2.807 | 1.0278 |
| I make a plan of action. | 2.8 | 1.0232 |
| I seek god's help. | 2.793 | 0.9575 |
| I take direct action around the problem. | 2.787 | 1.0271 |
| I learn soothing from experience. | 2.787 | 0.8868 |
| I try to get emotional support from friends or relatives. | 2.767 | 1.039 |
| I try hard to prevent other thinks from interfering with my efforts at dealing with this. | 2.74 | 0.9227 |
| I go to movies or watch TV or think it. | 2.72 | 0.9349 |
| I pray more than usual. | 2.707 | 1.059 |
| I learn to live with it. | 2.7 | 0.9178 |
| I discuss my feelings someone. | 2.693 | 1.0163 |
| I try to come up with the strategy what to do. | 2.687 | 1.0436 |
| I accept the reality of the fact that it happened, | 2.68 | 0.9506 |
| I accept that this has happened and that that can't we changed. | 2.673 | 0.9304 |
| I try to get advice someone about what do to. | 2.673 | 1 |
| I talk to someone but how I feel. | 2.673 | 1.0067 |
| I think hard about what step to take. | 2.673 | 0.9932 |
| I look for some think good what is happening | 2.66 | 0.9819 |
| A talk to someone to find out more about the situation. | 2.633 | 1.0708 |
| I get sympathy and understanding from someone. | 2.627 | 1.059 |
| I say to me "This isn't real. | 2.627 | 0.9163 |
| I act as thought it hasn't even happened. | 2.62 | 0.9389 |
| I put in my trust in god. | 2.617 | 1.1366 |
| I put aside other activities in order to concentrate on this. | 2.607 | 1.0225 |
| I talk to someone who could do some think. About the problem. | 2.6 | 0.9412 |
| I hold of doing anything about it until the situation permits. | 2.587 | 0.9426 |
| I keep myself from getting districted by other thought or activities. | 2.553 | 0.9014 |
| I pretended that it has not really happened. | 2.547 | 1.0271 |
| I upset and let my emotion out | 2.54 | 0.9806 |
| I turn to work or other substitute activities to take my mind. | 2.533 | 0.9389 |
| I try to find comfort in my religion, | 2.527 | 1.0536 |
| I refuse to believe it has happened | 2.52 | 0.9392 |

**Table 4: Contd.,**

| | | |
|---|---|---|
| I daydream about thinks other than this. | 2.513 | 0.9394 |
| I give up the attempt to get what I want. | 2.507 | 0.9394 |
| I concentrate on efforts on doing something about it. | 2.493 | 0.925 |
| I focus on dealing with the problem and it necessary let other thinks slide a little. | 2.473 | 1.0408 |
| I reduce the amount of effort I putting to solving the problem. | 2.467 | 1.0276 |
| I ask people who have had similar experience what they did. | 2.467 | 0.9739 |
| I try to grow as a person as a result of the experience. | 2.447 | 0.9935 |
| I let my feelings out. | 2.44 | 0.9588 |
| I feel a lot of emotional distress and I find myself expressing those feelings a lot. | 2.427 | 1.0255 |
| I sleep more than usual. | 2.373 | 1.0526 |
| I drink alcohol or drink drugs, in order to think about it less. | 2.193 | 1.0911 |
| I admit to myself that I can't deal with it, and quit trying. | 2.107 | 0.9976 |

This table shows the mean opinions about the stress coping strategies, in that "I think about how I might best handle the problem, I make sure not to make matters worse by action to soon and I force myself to wait for the right time to do something" are top ranked stress coping strategies adopted by the Grade III police constables.

**Table 5: Chi Square between Demographic Profiles of the Police Constables and Level of Stress Faced by the Constables**

$H_0$: There is no significant association between demographic profile of the respondents and level of stress.

| Demographic Profile | Value | Df | Sig. (2-Sided) | Decision | A/NA |
|---|---|---|---|---|---|
| Age | $23.529^a$ | 12 | 0.0236* | Rejected | Association |
| Gender | $7.490^a$ | 4 | 0.1121 | Accepted | No Association |
| Educational qualification | $11.054^a$ | 8 | 0.1987 | Accepted | No Association |
| Religion | $8.410^a$ | 8 | 0.3945 | Accepted | No Association |
| Community | $6.145^a$ | 12 | 0.9086 | Accepted | No Association |
| Place of the residence | $3.249^a$ | 4 | 0.5170 | Accepted | No Association |
| Marital status | $7.558^a$ | 12 | 0.8187 | Accepted | No Association |
| **Years of service** | **$26.562^a$** | **16** | **0.0466*** | **Rejected** | **Association** |
| Number of dependents | $15.148^a$ | 16 | 0.5138 | Accepted | No Association |
| **Total Monthly Income** | **$16.816^a$** | **8** | **0.0321*** | **Rejected** | **Association** |

The above table infers that significant value for chi square is less than 0.05 for "Age, years of service of the police constables and monthly income of the constables". Hence there is a significant association between age, year of service and monthly income of the grade III police constables and level of stress faced by them.

**ANOVA between Top Ranked Stress Coping Strategies and Demographic Profile of the Police Constables**

$H_0$: Top stress coping strategies do not vary with demographic profile of the police constables.

**Table 6: ANOVA between Age and Top Ranked Stress Copings**

| Top Ranked Stress Copings | F | Sig. |
|---|---|---|
| **I think about how I might best handle the problem.** | **3.44** | **0.019*** |
| I make sure not to make matters worse by action to soon. | 2.02 | 0.114 |
| I force myself to wait for the right time to do something. | 0.81 | 0.489 |
| I restrain myself from doing anything do quickly | 0.09 | 0.968 |
| **I get used to the idea that it happened.** | **4.33** | **0.006*** |
| I get upset, and am really aware of it. | 2.53 | 0.059 |
| **I take additional action to try to get rid of the problem** | **3.04** | **0.031*** |
| **I do what has to be done one step at a time.** | **3.29** | **0.022*** |
| I try to see it in a different light to make it seem more positive. | 0.6 | 0.618 |
| I just give up trying to reach my goal. | 1.35 | 0.262 |

* $H_0$ Rejected.

The significance of 'F' is less than 0.05 for "I think about how I might best handle the problem, I get used to the idea that it happened, I take additional action to try to get rid of the problem and I do what has to be done one step at a time". Hence the above mentioned stress coping strategies do vary with age of the respondents.

**Table 7: ANOVA between Gender and top ranked stress copings**

| Top Ranked Stress Copings | F | Sig. |
|---|---|---|
| I think about how I might best handle the problem. | 0.642 | 0.424 |
| I make sure not to make matters worse by action to soon. | 0.036 | 0.850 |
| I force myself to wait for the right time to do something. | 0.133 | 0.716 |
| I restrain myself from doing anything do quickly | 0.389 | 0.534 |
| I get used to the idea that it happened. | 0.180 | 0.672 |
| I get upset, and am really aware of it. | 0.324 | 0.570 |
| I take additional action to try to get rid of the problem | 0.147 | 0.702 |
| I do what has to be done one step at a time. | 0.000 | 0.989 |
| I try to see it in a different light to make it seem more positive. | 2.534 | 0.114 |
| I just give up trying to reach my goal. | 0.005 | 0.942 |

The significance of 'F' is greater than 0.05 for all top ranked stress coping strategies, hence Top stress coping strategies do not vary with Gender.

**Table 8: ANOVA between Educational Qualification and Top Ranked Stress Copings**

| Top Ranked Stress Copings | F | Sig. |
|---|---|---|
| I think about how I might best handle the problem. | 0.467 | 0.628 |
| I make sure not to make matters worse by action to soon. | 0.448 | 0.640 |
| I force myself to wait for the right time to do something. | 1.220 | 0.298 |
| I restrain myself from doing anything do quickly | 0.526 | 0.592 |
| **I get used to the idea that it happened.** | **5.985** | **0.003*** |
| I get upset, and am really aware of it. | 0.406 | 0.667 |
| **I take additional action to try to get rid of the problem** | **3.822** | **0.024*** |
| I do what has to be done one step at a time. | 0.097 | 0.907 |
| **I try to see it in a different light to make it seem more positive.** | **3.572** | **0.031*** |
| I just give up trying to reach my goal. | 0.303 | 0.739 |

\* $H_0$ Rejected.

Significance of 'F' value is less than 0.05 for "I try to see it in a different light to make it seem more positive, I take additional action to try to get rid of the problem and I get used to the idea that it happened." Hence the above mentioned stress coping strategies do vary with the educational qualifications of the police constables.

**Table 9: ANOVA between Year of Service and Top Ranked Stress Copings**

| Top Ranked Stress Copings | F | Sig. |
|---|---|---|
| **I think about how I might best handle the problem.** | **2.513** | **0.044*** |
| **I make sure not to make matters worse by action to soon.** | **4.164** | **0.003*** |
| **I force myself to wait for the right time to do something.** | **2.745** | **0.031*** |
| I restrain myself from doing anything do quickly | 0.312 | 0.869 |
| I get used to the idea that it happened. | 1.997 | 0.098 |
| **I get upset, and am really aware of it.** | **5.422** | **0.000*** |
| I take additional action to try to get rid of the problem | 2.386 | 0.054 |
| I do what has to be done one step at a time. | 2.302 | 0.061 |
| I try to see it in a different light to make it seem more positive. | 0.673 | 0.611 |
| I just give up trying to reach my goal. | 1.199 | 0.314 |

\* $H_0$ Rejected.

Significance of 'F' value is less than 0.05 for "I think about how I might best handle the problem, I make sure not to make matters worse by action to soon, I force myself to wait for the right time to do something and I get upset, and am

really aware of it." Hence the above mentioned top ranked stress coping strategies do vary with the years of service of the respondents.

**Table 10: ANOVA between Monthly Income and Top Ranked Stress Copings**

| Top Ranked Stress Copings | F | Sig. |
|---|---|---|
| **I think about how I might best handle the problem.** | **5.739** | **0.004*** |
| I make sure not to make matters worse by action to soon. | 0.351 | 0.704 |
| **I force myself to wait for the right time to do something.** | **3.36** | **0.037*** |
| I restrain myself from doing anything do quickly | 0.312 | 0.732 |
| I get used to the idea that it happened. | 1.112 | 0.332 |
| I get upset, and am really aware of it. | 1.725 | 0.182 |
| I take additional action to try to get rid of the problem | 0.282 | 0.755 |
| **I do what has to be done one step at a time.** | **4.643** | **0.011*** |
| I try to see it in a different light to make it seem more positive. | 0.248 | 0.781 |
| I just give up trying to reach my goal. | 0.197 | 0.821 |

* $H_0$ Rejected.

Significance of 'F' value is less than 0.05 for "I think about how I might best handle the problem, I force myself to wait for the right time to do something and I do what has to be done one step at a time", hence the above mentioned top ranked stress coping strategies do vary with monthly income of the grade III police constables.

## DISCUSSIONS & CONCLUSIONS

The above results shows that amount of stress faced by the grade III police constables are having association with age, experience and monthly income. Mean opinions about the stress coping strategies, in that "I think about how I might best handle the problem, I make sure not to make matters worse by action to soon and I force myself to wait for the right time to do something" are top ranked stress coping strategies adopted by the Grade III police constables. I drink alcohol or drink drugs, in order to think about it less and I admit to myself that I can't deal with it, and quit trying is least used stress coping strategies.

ANOVA table results shows that, some of the coping strategies are having association with demographic details of the III police constables. I think about how I might best handle the problem, I get used to the idea that it happened, I take additional action to try to get rid of the problem and I do what has to be done one step at a time, these coping strategies do vary with age of the respondents. I try to see it in a different light to make it seem more positive, I take additional action to try to get rid of the problem and I get used to the idea that it happened, these stress coping strategies do vary with the educational qualifications of the police constables. I think about how I might best handle the problem, I make sure not to make matters worse by action to soon, I force myself to wait for the right time to do something and I get upset, and am really aware of it, these stress coping strategies do vary with the years of service of the respondents. I think about how I might best handle the problem, I force myself to wait for the right time to do something and I do what has to be done one step at a time, stress coping strategies do vary with monthly income of the grade III police constables.

Stress coping is possible method to control occupational stress and burnout. From the above study stress coping classified into two main types; problem focused and emotional focused. When police personals are used these two coping methods along with avoidance coping that will really helps to control the police stress. Avoiding coping includes task oriented response and person oriented responses. Gender, age, experience, monthly income, place of residence, community that police personals belongs, number of dependents in the family have also been found in association with occupational stress and choice of coping strategies among police officers. Emotional focused stress coping are associated with negative

stress coping. This study concludes that problem focused coping (Active Coping, Planning, Suppression of competing activities, Restraint coping and Seeking social support for Instrumental reasons) are good for the police constables.

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